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ABSTRACT

In response to the need to draw academically able students into the teaching profession, the College of Education and Human Services at Wright State University (Ohio) has initiated several new programs and policies that form part of a comprehensive plan to recruit, select, and retain potentially talented teachers. The special programs include: (1) Teacher Education Honors Program; (2) Accelerated Certification Program; (3) Wright Patterson Air Force Base Graduate Certification Program; (4) Essay Contest; and (5) Multicultural Recruitment/Scholarship Program. The University's selection/retention process is designed to measure knowledge and skills as well as monitoring individual growth throughout the teacher education program. This process includes: (1) new entry requirements; (2) mentoring; (3) feedback from field experiences; (4) concern conference option; (5) student teaching criteria; and (6) exit requirements. (Author/CB)

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A COMPREHENSIVE PLAN FOR ATTRACTING ABLE STUDENTS TO TEACHER EDUCATION

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In response to the need to draw academically able students into the teaching profession, the College of Education and Human Services of Wright State University has initiated several new programs and policies that form part of a comprehensive plan to recruit, select and retain potentially talented teachers. The special programs include (see attached):

1. *Teacher Education Honors Scholar Program*
2. *Accelerated Certification Program*
3. *Wright Patterson Air Force Base (WPAFB) Graduate Certification Program*
4. *Essay Contest*
5. *Multicultural Recruitment/Scholarship Program*

The selection/retention process is designed to measure knowledge and skills as well as monitoring individual growth throughout the teacher education program. The process includes (see attached):

1. *New entry requirements*
2. *Mentoring*
3. *Feedback from field experiences*
4. *Concern conference option*
5. *Student teaching criteria*
6. *Exit requirements*

Program Descriptions:

Honors Scholar Program

The Teacher Education Honors Scholar Program was initiated in 1984. The goal of the program is to attract "the best and brightest" high school seniors to the Wright State Teacher Education Program by providing financial incentives. Up to 15 full-tuition scholarships are awarded each year for students who are in the top 10% on the SAT or ACT, who show evidence of a strong commitment to teaching and to community service, and who are recommended by their teachers. Personal interviews of applicants are conducted by a committee of four education faculty, the Director of the University Honors Program and an honors scholar. Students also meet all requirements for and participate in the University Honors Program.

Accelerated Certification Program

This accommodates the appreciable numbers of adult learners who already have degrees, want to become certified, but who are discouraged by the time commitment necessary to meet certification requirements. This program was initiated in 1979, and its goal is to provide intensive coursework leading to certification for the person already holding a degree in another field.

This program has a strong field-based component. During the first two years, it was entirely field-based in an inner-city school, with the program participants and their faculty mentor/instructor spending their mornings in classrooms (grades K-8) and meeting in their on-site classroom in the afternoons for the certification courses.

With few exceptions, the quality of these certification candidates greatly exceeds that of entering students. On tests of basic skills, they rank a full standard deviation above the mean. Their GPA's have been outstanding. They bring to their training determination, commitment, self-confidence, maturity, experiences, and skills not usually evident in younger students.

Wright-Patterson Air Force Base Secondary Masters Program

This program is designed to attract practicing mathematicians and scientists to second careers as high school teachers. The program is similar in content to the accelerated program, but instead of being accelerated, it is designed as a part-time, 27-30 month, evening program for those looking ahead to retirement. Courses are taught on-base, where possible. In order to meet state requirements for field and clinical hours, a one-week, full-time immersion in a school is required, as well as a half-day a week school participation throughout the program. The program is a graduate program with an optional master's degree, if additional coursework is completed.

Multicultural Recruitment/Scholarship Program

This program is designed to identify academically able minority high school sophomores, juniors and seniors who demonstrate an interest in teaching and to provide them with continuous intervention, interaction and support from the College of Education and Human Services throughout their high school and college careers. This is a pilot program initiated at the college, and working with partnership schools. A summer enrichment program, skills building, clinical training, and student mentors are features of the program. Those who successfully complete the program and meet entry criteria are awarded full-tuition scholarships.

Policies : New Teacher education requirements focus on standards which are intended to identify minimal measures of knowledge and skills appropriate for teacher education students at different points in their progress through the teacher education program. It is expected that most student performance will exceed the minimum standards and that students will show improvement as they advance in the program. The requirements listed here are to be integrated with other existing requirements and review procedures which examine such critical areas as affective abilities to interact with students, school personnel, parents, and the community; and application skills to design and implement instruction appropriate to the needs of the students to which they are assigned.

PROGRAM	TARGET POPULATION	FINANCING	SPECIAL FEATURES
Teacher Education Honors Scholar Program up to 15 yearly	High school seniors in 90th percentile on SAT or ACT; plan a career in teaching	$2,000 full-tuition scholarship for up to 4 years	1. Participate in both University Honors Program and Teacher Education Honors Program. 2. Special honors seminars in Teacher Education starting their first quarter on campus. 3. Early and continuing contact with faculty mentors. 4. Will complete 6 university general education honors sections and 2 university honors seminars. 5. Will complete an Education Honors Project (for 6 credit hours, over 2 quarters) under guidance of faculty advisor. 6. No strings attached to grant as long as they meet retention criteria in program.
Accelerated Certification Program up to 30 yearly	Those holding baccalaureate degrees in non-teaching fields who are making a career change	Student pays regular fees	1. A one-year full-time sequence of professional courses for secondary certification; 15 months for elementary certification. 2. May be taken for undergraduate or graduate credit 3. Optional masters degree with additional course work. 4. Heavy field-based component. 5. Strong mentor support group. 6. Special sections for most courses.

PROGRAM	TARGET POPULATION	FINANCING	SPECIAL FEATURES
WPAFB: Secondary Certification Program up to 30 yearly	WPAFB personnel who are seeking second careers in teaching	Student pays regular fees	1. 2 1/2 year part-time program leading to secondary certification. 2. Optional master's degree. 3. Courses taught evenings. 4. Most courses taught on-base. 5. One-week immersion in public school classroom. 6. 1/2 day per week in schools throughout program.
Essay Contest	High School Seniors who plan a career in Education	One $500, two $250 and up to ten $50 scholarships	1. Selected by a committee that ranks essays written on topic, "The teacher who most influenced me to become a teacher." 2. Banquet for all winners and the teacher of whom they wrote.
Multicultural Recruitment/ Scholarship Program up to 15 scholar-ships awarded yearly	Minority high school sophomores, juniors, or seniors who are nominated by their teachers and who demon-strate aptitude & interest in teach-ing.	$2,000 full-tuition scholarships for up to 4 years funded by multiple sourses (CEHS and others); solicited through university, foundation, service club & professional association efforts	1. Selection of partnership schools(s) for pilot. 2. Early identification of potential students. 3. Continuous interaction with college and university throughout remainder of high school years. 4. Summer program at WSU: a) enrichment courses b) skills building, including testing c) clinical training: Camp Discovery LD summer school tutoring/support-children's services d) arts & recreation e) career development f) financial & academic opportunities 5. student mentors assigned Honors Scholars & Bolinga

WSU SELECTION/RETENTION PROCESS

Check points	Summative Evaluation	Formative Evaluation
Entrance (24 hours UG WSU Credit)	1) GPA 2.25 or greater 2) Scores on the ETS Pre-professional Skills Tests (PPST) of Reading, Writing & Math not less than one SD below mean.	
Phase I		3) Mentor Conferences
Phase II		4) Field Experience Record Review by Individual Professors
Student Teaching	5) GPA 2.5 or better overall; in major field 6) 300 hours field/clinical experiences	
Recommendation for Certification	8) Satisfactory completion of Teacher Education Program 9) NTE Core Battery Tests (General Knowledge + Professional Knowledge) and appropriate NTE Specialty Area Tests must be taken to qualify.	7) Student Teacher Evaluation

Concern Conference Option